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ABSTRACT

A survey was conducted among psychology graduates of Cleveland State University. Sixty-two graduates (32 men and 25 women) who graduated during the 1972-73 academic year were questioned regarding their present occupation and earnings in terms of: present employment status; industry employed in; occupations in private industry; salaries in private industry; occupations in the public sector; salaries in the public sector; and mean income. The stated purpose of the study was to determine what proportion of psychology graduates were able to get psychology related jobs. The results revealed sex-related differences in occupation and salary that suggest further research. (JMF)

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Jobs Held By Cleveland State University Graduates in Psychology

by

Laverne C. Zell

October, 1975

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Clearinghouse for Research
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Introduction

It has often been said that women are not able to get the best jobs because they do not have the necessary training. Certainly there is documentation that college women are rare in fields such as business and engineering. There are, however, many fields of study which attract relatively equal numbers of women and men as majors. What kinds of jobs are held by men and women who graduate with degrees in liberal arts fields such as Psychology and English?

Data on the occupations and salaries of psychology graduates from Cleveland State University was made available to the Clearinghouse for analysis of sex differences in employment. This data resulted from telephone interviews conducted by graduate assistants in the Psychology Department of Cleveland State University under the direction of Dr. Morton Slobin. We are gratefully indebted to Dr. Slobin for providing us with these questionnaire results.

Methodology

In the original survey, contacts were made with psychology majors who graduated during the 1972-73 academic year. Sixty-two graduates (37 men and 25 women) were contacted out of a total population of 89. (See Appendix B for details of sample loss.)

Graduates were asked questions regarding their present occupation and earnings. (See Appendix A for questionnaire.) It should be noted that the purpose of the original survey was to determine what proportion of psychology graduates were able to get psychology-related jobs. Information was originally obtained to evaluate the psychology program at this university rather than to compare sex differences in employment.

Analysis of Sex Differences

Present Employment Status - Men were somewhat more likely than women to be attending graduate school. While 24 percent of the male graduates were attending graduate school, only 16 percent of the women were doing so.

There appears to have been a rather low unemployment rate among these graduates. Only two men and none of the women were unemployed at the time of the survey.

Table 1: Present Employment Status

	Female	Male
Employed	21	26
Attending Graduate School	4	9
Unemployed	0	2
Total	25	37

Industry of Employed Graduates - The table below shows the type of industry in which the subjects were employed. While more than half of the men were employed in private industry, more than half of the women were employed in the public sector. Two-thirds of the women in private industry (and only one-third of the men) were employed in the clothing manufacturing and retail sales industries. In the public sector, women were somewhat more likely than men to be employed by government agencies and hospitals.

Table 2: Industry of Employed Persons

	Female	Male
Private Industry	9	15
Manufacturing	3	5
Auto and Truck	1	2
Metals	0	1
Clothing	2	0
General	0	2
Construction	0	1
Retail Goods and Services	4	5
Sales	4	7
Distribution	0	2
Communications	1	1
Finance and Insurance	1	1
Self-Employed	0	1
Public Sector	12	10
Schools	0	1
City, County, Federal Government	5	3
Hospitals	2	1
Private Agencies and Homes	5	5
TOTAL	21	26

Occupations in Private Industry - Women and men in private industry held very different kinds of jobs. Men held a fairly wide variety of jobs, while more than half of the women were secretaries or administrative assistants. Only one women held a relatively non-traditional job - that of accountant.

Table 3: Occupations in Private Industry

MALES	
Blue Collar, Skilled	3
Sales, Industrial	3
Customer Relations/Service	2
Assistant Buyer	1
EEO Coordinator	1
Insurance Claims Adjustor	1
Manager, News Department (Public Relations firm)	1
Material Control, Parts Expediter	1
Office Clerk	1
TOTAL	15
FEMALES	
Secretary	3
Administrative Assistant	2
Accountant	1
Assistant Buyer	1
Clerk Accountant	1
Manager, Dress Shop	1
TOTAL	9

Salary in Private Industry - Partly because of the different kinds of jobs held by women and men in private industry, there were vast salary differences between the sexes. The mean income for women was $7,235, compared with $11,723 for men - a difference of $4,488. Women earned on the average about 62 percent of what men earned.

The range of salaries was also quite different. The lowest paid women earned $4,310 a year, while the lowest paid man earned $7,000. The highest paid man received a salary of $18,000 compared with $10,000 for the highest paid women.

Table 4: Salaries in Private Industry

Females	Males
$ 4,310	$ 7,000
5,400	8,000 - 2
6,000 - 2	8,200
7,000	9,500
9,200	10,000
9,971	10,200
10,000	13,000
No answer - 1	14,000
	14,500
	16,000 - 2
	18,000
	No answer - 2
Mean: $7,235	Mean: $11,723

Occupations in the Public Sector - As shown below, women and men in the public sector had comparable positions. Women in non-profit agencies were more often teachers than were men. In terms of non-traditional vs. traditional jobs, women in government fared better than any other women in the study.

Table 5: Occupations in the Public Sector

Females	Males
Non-Profit Agencies	
Assistant to Coordinator	Art Therapist
Assistant Teacher	Assistant Field Director
Instructor	Child Care Worker - 2
Rehabilitation Instructor	Outreach Worker
Teacher, Day Care Center	
Government	
Claims Representative Trainee	Outreach Worker
Management Analyst	Social Worker
Psychiatric Social Worker	Supervisor (Postal Service)
Researcher	
Window Technician (Postal Service)	
Hospitals	
Mental Health Technician	Attendant
Psychiatric Technician	
Schools	
	Elementary Teacher

Salaries in the Public Sector - Salary differences between women and men in the public sector were virtually non-existent. Women had a slightly higher mean income than men ($8,446 bs. $8,386, a $60 difference). However, the lowest paid women earned $240 less than the lowest paid man, and the highest paid man earned $1,500 more than the highest paid women.

Table 6: Salaries in the Public Sector

Females	Males
$6,000	$6,240
7,000	6,344
7,400	7,500
8,000 - 2	8,000
8,055	8,200
8,500 - 3	8,400
8,900	8,900
10,500	13,500
12,000	No answer - 2
Mean Income: $8,446	Mean Income: $8,386

Comparison of Salaries in Private and Public Sectors - In terms of salary, male graduates fared much better in private industry. The mean salary for men in private industry was $11,723 compared with $8,386 in the public sector - a difference of $3,337. Women, on the other hand, earned somewhat more in the public sector; $8,446 compared with $7,235 in private industry, a difference of $1,211. On the whole, employed male graduates earned $2,940 more than women.

Table 7: Mean Income

	Females	Males
Private Industry	$7,235	$11,723
Public Sector	$8,446	$8,386
TOTAL	$7,962	$10,452

Conclusions

It is apparent that vast sex-related differences in occupation and salary exist in private industry. The question, of course, is why? Do these differences result from blatant sex discrimination in hiring practices? Is there a self-selection process in operation whereby college women apply for clerical jobs in business because they do not feel qualified or are unwilling to ask for other kinds of jobs? Do men tend to have broader job-related experience than women prior to graduation?

It is likely that all these factors, and others, interact to limit opportunities for women in private industry. One thing that is apparent is sex differences in employment cannot be explained entirely by women's lack of training and education.

It is possible that many of the most competent and ambitious women avoid business careers because they perceive that clerical work is all that is available to them. Local businesses need to be more active in making the availability of non-traditional positions credible to women.

Suggestions for Further Research

More detailed information is needed on the employment status of local graduates in a variety of fields. Studies similar to the one reported here should be conducted to discover not only the kinds of jobs presently held by women and men, but also (1) other jobs applied for, (2) past job-related experience, and (3) career plans and aspirations.

APPENDIX

Appendix A

THE CLEVELAND STATE UNIVERSITY

Psychology Major Questionnaire

Name_____ Phone_____ Date_____

CSU Major?_____ Date of Graduation_____

1. Are you now employed? PT_____ FT_____ If "No", go to #11.
2. By whom (Name of employer)_____

_____

3. What kind of an organization is it (What does it do)?_____

_____

_____

4. What is your job or position (title)?_____

_____

5. What are your duties (describe what you do)?_____

_____

_____

_____

6. Do you think that your major in psychology helped you get this job?

____ ____ (If "yes") In what way did it help? (If "no") Why not?
yes no

_____

_____

_____

7. Do you use your knowledge of psychology in your job?_____ ____
yes no

(If "yes") In what way? (If "no") Why not?

_____

_____

_____

8. Did you especially look for a job that would give you an opportunity to use your psychological knowledge? _____ yes _____ no

(If "yes", but currently has non-psychological job)
What happened that you did not get one?

(If "no") Why not?

_____

_____

_____

9. Would additional training in psychology be helpful in your present job? (If "yes") What kind of training? _____

_____

_____

10. Would you be willing to state your annual salary or rate of pay?

_____.

END OF INTERVIEW

IF NOT CURRENTLY EMPLOYED

11. Are you continuing your education in any way?_____ FT___ PT___
(If "No" go to #16.

12. Where - (what institution)? _____

13. IN what subject or area?_____

14. Toward what degree (or credential) are you studying?_____

15. What is your final career goal?_____

_____

_____

END OF INTERVIEW

* * * * * * * * * * * *

IF NEITHER CURRENTLY EMPLOYED NOR IN SCHOOL

16. Since graduating, have you tried to get a job?_____ _____
yes no
(If "no") Interview may be terminated.
(If "yes") How did you go about it and what happened?_____

_____

_____

17. Did you let them (employers) know that you were a psychology major? _____ _____
yes no
(If "no") why not? (If "yes") what were their reactions?

_____

_____

18. What reasons were you given for not being hired? _____

_____

19. Might additional courses in psychology have helped you get a job?
_____ _____
yes no
(If "no")_____terminate interview.
(If "yes")____what kinds of courses? _____

_____

20. Anything else? _____

_____

Appendix B

Sample Loss

	Total	Male	Female
Total Population (1972-73 Academic Year Graduates)	89	51	38
Unable to Contact	27	14	13
Total Sample	62	37	25
% of Total Population	69.7%	72.5%	65.8%